**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1.    (Currently Amended)    A system for identifying a business organization transformation opportunity for a business organization that provides a product or service, comprising:

                a microprocessor configured to receive ~~controller programmed for receiving at the system~~ a plurality of business organization data inputs corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is associated with providing the product or service, analyze ~~analyzing~~ at least one of the business organization data inputs in accordance with at least one industry threshold, and model ~~modeling~~ a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service ~~with respect to a particular function of the business organization~~ responsive to the analysis;

                a ~~storage device coupled with the controller for storing at least one business organization data input received at the controller;~~ and

                a display ~~user interface~~ coupled to [[with]] the microprocessor to present a user interface that includes ~~controller for receiving and presenting data and~~ information associated ~~with~~ with ~~to a user of~~ the modeled business organization transformation opportunity scenario ~~indicator~~.

2. (Currently Amended)    The system of claim 1, wherein the first business organization function is a ~~controller being~~ ~~programmed for modeling a business organization transformation opportunity scenario includes the controller being~~

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~~programmed for modeling a business organization~~ human resources <u>function transformation scenario</u> ~~transformation scenario~~.

3. (Currently Amended)    The system of claim 1, wherein the ~~controller being programmed for modeling a~~ business organization transformation opportunity scenario <u>is</u> ~~includes the controller being programmed for modeling a business organization transformation scenario including~~ at least one of a broad-outsourcing transformation scenario, an internal transformation scenario, and a mixed outsourced and internal transformation scenario <u>for executing the first business organization function of the business organization</u>.

4.   (Currently Amended)  The system of claim 1, wherein the <u>microprocessor is configured to provide</u> ~~controller is further programmed for providing~~ a cost savings estimate corresponding to implementation of the <u>second state of the first business organization function</u> ~~modeled transformation scenario~~.

5. (Currently Amended)       · The system of claim 1, wherein the <u>microprocessor is configured</u> ~~controller being programmed to receive at least one business organization data input includes the controller being programmed~~ to receive at least one of the plurality of business organization data inputs from a survey.

6. (Currently Amended)       The   system   of   claim   <u>1</u>   [[5]],   wherein   the <u>microprocessor is configured to receive</u> ~~controller being programmed to receive at least one of the plurality of business organization data inputs from a survey includes the controller for being programmed for receiving~~ at least one of the plurality of business organization data inputs from an HTML survey.

7. (Currently Amended)      The system of claim 1, wherein the <u>microprocessor</u> <u>executes</u> ~~controller includes a microprocessor for executing~~ programmed code stored at [[the]] <u>a</u> storage device.

8. (Original)  The system of claim 7, wherein the programmed code is a spreadsheet for execution on a spreadsheet program.

9. (Currently Amended)      The system of claim 1, wherein the at least one industry threshold includes information regarding at least one of a number of employees desired for performing <u>the first business organization function,</u> ~~a particular function of the business organization,~~ cost information <u>to transform the first state to the second state</u> ~~for transforming the particular function,~~ labor information <u>to transform the first state to the second state</u> ~~for transforming the particular function,~~ and technology information <u>to transform the first state to the second state</u> ~~for transforming the particular function~~.

10. (Withdrawn)  A system for human resource transformation analysis, comprising:

means for receiving information associated with a plurality of financial and business organization function-based metrics of a business organization;

means for providing responses to a set of queries associated with the metrics;

means for comparing at least one metric at least one with industry threshold for an industry associated with the business organization; and

means for modeling a transformation scenario with respect to a particular function of the business organization responsive to the means for comparing.

11. (Withdrawn)  The system of claim 10, wherein the business organization

function-based metrics include business organization human resources function metrics.

12. (Withdrawn) The system of claim 10, further comprising means for determining a savings estimate for the business organization if the modeled transformation scenario is adopted.

13. (Withdrawn) The system of claim 10, further comprising: means for identifying a plurality of differences between the metrics and the industry thresholds; wherein the means for modeling the transformation scenario includes means for modeling the transformation scenario responsive to at least one of the plurality of differences between the metrics and the industry thresholds.

14. (Withdrawn) The system of claim 10, wherein the at least one industry threshold includes information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

15. (Currently Amended) A ~~memory embodied on a~~ computer readable storage media having processor executable instructions to ~~programmed for use on a suitable processor and capable of modeling a business organization transformation scenario, the memory comprising~~:

a ~~first memory portion programmed for receiving~~ receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of a business organization, wherein the first business organization function is associated with providing a product or service of the business organization;

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a second memory portion programmed for analyzing analyze at least one of the business organization data inputs in accordance with at least one industry threshold; and

a third memory portion programmed for modeling model a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service with respect to a particular function of the business organization responsive to the analysis.

16. (Currently Amended) The memory computer readable storage media of claim 15, wherein the first business organization function is a human resources function third memory portion is programmed for modeling a business organization transformation opportunity scenario includes being programmed for modeling a business organization human resource transformation opportunity scenario responsive to the analysis.

17. (Currently Amended) The memory computer readable storage media of claim 15, wherein the third memory portion programmed for modeling a business organization transformation opportunity scenario is includes being programmed for modeling at least one of a broad-outsourcing transformation scenario, an internal transformation scenario, and a mixed outsourcing and internal transformation scenario for executing the first business organization function of the business organization responsive to the analysis.

18. (Currently Amended) The memory computer readable storage media of claim 15, having processor executable instructions to provide further comprising a fourth memory portion programmed for providing a savings estimate for the business organization if the modeled business organization transformation opportunity scenario is implemented.

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19.  (Currently Amended) The ~~memory~~ computer readable storage media of claim 15, wherein the at least one industry threshold includes ~~second memory portion being programmed to analyze at least one business organization data input in accordance with an industry threshold includes the second memory portion being programmed to analyze at least one of the business organization data inputs in accordance with~~ information regarding [[including]] at least one of a number of employees desired for performing the first business organization function, a ~~particular function of the business organization,~~ cost information to transform the first state to the second state ~~for transforming the particular function,~~ labor information to transform the first state to the second state ~~for transforming the particular function,~~ and technology information to transform the first state to the second state ~~for transforming the particular function.~~

20.  (Currently Amended)    A  method  of  identifying  a  business  organization transformation opportunity for a business organization that provides a product or service ~~using a software tool operating on a computer,~~ comprising:

displaying on a display a first set of data fields corresponding to business organization data of the business organization;

receiving ~~at the software tool~~ a plurality of business organization data inputs from a data entry terminal by a user and responsively displaying the received business organization data inputs in the first set of data fields, wherein the plurality of business organization data inputs correspond to a first state of a first business organization function of the business, and wherein the first business organization function is associated with providing the product or service;

analyzing at least one of the business organization data inputs in accordance with at least one industry threshold; [[and]]

automatically modeling by a processor a business organization transformation opportunity scenario that includes a second state of the first business

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organization function, different than the first state, associated with providing the product or service ~~with respect to a particular function of the business organization~~ responsive to the analysis; and

      displaying on the display a user interface that includes information associated with the modeled business organization transformation opportunity scenario.


21. (Currently Amended)    The method of claim 20, wherein the <u>plurality of</u> ~~receiving~~ business organization data inputs includes ~~receiving data including~~ at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.


22. (Canceled)


23. (Currently Amended)    The method of claim 20, wherein the <u>plurality of</u> <u>business organization data inputs are received from a software tool in</u> <u>communication with the data entry terminal</u> ~~receiving a plurality of business organization data inputs includes receiving at least one business organization input from a tool related to the software tool.~~


24. (Currently Amended)    The method of claim 23, wherein the <u>software tool</u> <u>comprises</u> ~~receiving at least one business organization input from the related tool includes receiving at least one business organization input from~~ an HTML survey.


25. (Currently Amended)    The method of claim 24, wherein the <u>software tool</u> <u>prompts</u> ~~receiving at least one business organization input from an HTML survey includes prompting~~ a user ~~of the HTML survey~~ for at least one of the <u>plurality of</u> business organization data inputs.

26. (Canceled)

27. (Currently Amended)  The method of claim 20 [[26]] <u>further comprising</u> <u>receiving the at least one business organization data input from a database in</u> <u>communication with the data entry terminal</u>[[,]] wherein the providing to the software tool the at least one business organization data input received at the related tool includes:

    receiving at a database the at least one business organization data input; and

    receiving at the software tool the at least one business organization data input from the database.

28. (Currently Amended)  The method of claim 20 [[26]], wherein the <u>plurality of</u> providing to the software tool the at least one business organization data <u>inputs</u> <u>include a first business organization data input generated by a software tool based on</u> <u>information from a report regarding business organization data of the business</u> <u>organization</u> input received at the related tool includes:

    generating a related tool report responsive to at least one business organization data input received at the related tool; and

    entering information regarding at least one business organization data input from the related tool report at the software tool.

29. (Currently Amended)  The method of claim 20, wherein the analyzing the at least one of the business organization data inputs in accordance with at least one industry threshold includes:

    generating at the software tool current metric information indicating a current state of the business organization; and

generating at the business organization opportunity indicator end-state summary information indicating a state of the business organization if a modeled business organization transformation scenario is initiated.

30. (Currently Amended)    The method of claim 20, wherein the modeling the business organization transformation opportunity scenario is includes modeling at least one of a broad-outsourcing transformation scenario wherein the first business organization function is outsourced, an internal transformation scenario wherein the first business organization function is internally restructured, and a mixed transformation scenario wherein the first business organization function is outsourced and internally restructured, for executing the first business organization function of the particular function of the business organization.

31. (Original) The method of claim 30, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-selected upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal  transformation scenario to outsource less than the pre-selected lower bound of the particular function of the business organization.

32. (Original) The method of claim 31, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

33. (Original) The method of claim 31, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

34. (Original) The method of claim 33, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

35. (Currently Amended)   The method of claim 20, wherein the first ~~modeling the~~ business organization ~~transformation opportunity scenario with respect to a particular~~ function is ~~of the business organization includes modeling~~ a human resources function ~~business organization transformation opportunity scenario~~.

36. (Currently Amended)   The method of claim 20, wherein the first ~~modeling the~~ business organization ~~transformation opportunity scenario with respect to a particular~~ function includes ~~of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding~~ at least one sub-function ~~of the particular function~~.

37. (Currently Amended)   The method of claim 36, wherein the at least one sub-function is a human resources sub-function and wherein automatically modeling the business organization transformation opportunity scenario includes modeling ~~the particular function is a human resource function, and the modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function includes modeling the business organization transformation opportunity scenario including~~ information

regarding at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management ~~sub-function of the human resource~~ function.

38. (Currently Amended)    The method of claim 20, further comprising:

displaying ~~providing~~ a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

39. (Currently Amended)    The method of claim 20 further comprising:

displaying ~~providing~~ alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

40. (Currently Amended)    The method of claim 20, wherein the plurality of ~~receiving~~ business organization data inputs includes ~~receiving~~ at least one of business organization data regarding As-is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

41. (Currently Amended)    The method of claim 20, wherein the information is ~~analyzing at least one data input in accordance with at least one industry threshold includes generating~~ at least one of ~~generating~~ As-Is cost analysis information, activity analysis information, and business organization sizing analysis information.

42. (Currently Amended)    The method of claim 20, wherein the information is ~~modeling a transformation opportunity scenario includes generating~~ at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

43. (Currently Amended)     The method of claim 20, <u>further comprising</u> ~~wherein the software tool is implemented as a spreadsheet executed in conjunction with a spreadsheet program, and where:~~

~~the receiving a plurality of business organization data inputs includes~~ receiving <u>the</u> [[a]] plurality of business organization data inputs at a data input field of ~~the~~ <u>a</u> spreadsheet;

~~the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes~~ performing a calculation between at least one data input field of the spreadsheet, and at least one industry standard provided at an industry standard field of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet ~~corresponding to at least one of the data input and the industry threshold~~; and

~~the modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis includes~~ providing comparison information between <u>the result field and</u> at least one of <u>the</u> ~~a business organization~~ data input <u>fields and the</u> ~~and an~~ industry <u>standard field</u> ~~threshold, and at least one calculation of corresponding result field~~.

44. (Currently Amended)     The method of claim 20, <u>further comprising</u> ~~wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes~~ analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

45. (Currently Amended)    The method of claim 20, <u>further comprising</u> ~~wherein~~ ~~the analyzing at least one of the business organization data inputs in accordance with~~ ~~at least one industry threshold includes~~ analyzing at least one of the business organization data inputs in accordance with at least one of an internal threshold regarding information from a transformation organization performing the analysis of the business organization for transformation, and an external industry threshold provided by an external organization specializing in providing industry thresholds.

46. (Currently Amended)    The method of claim 45, wherein the ~~analyzing at least~~ ~~one of the business organization data inputs in accordance with~~ at least one internal threshold <u>is</u> ~~includes analyzing at least one of the business organization data inputs in~~ ~~accordance with~~ at least one of assumptions regarding a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

47. (Currently Amended)    A <u>computer readable storage media having processor</u> <u>executable instructions to</u> ~~method of identifying a business organization~~ ~~transformation opportunity using a software tool operating on a computer,~~ ~~comprising~~:

      <u>receive</u> ~~receiving at the software tool~~ a plurality of business organization data inputs <u>corresponding to a first state of a first business</u> <u>organization function of a business organization that provides a product or</u> <u>service</u>;

      <u>analyze</u> ~~analyzing~~ at least one of the <u>plurality of</u> business organization data inputs in accordance with at least one industry threshold, by generating at least one of<u>:</u>

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current metric information indicating a current state of the business

organization, and

end-state summary information indicating a state of the business

organization if a modeled transformation scenario is initiated; and

model ~~modeling~~ a business organization transformation opportunity

scenario <u>that includes a second state of the first business organization function,</u>

<u>different than the first state, associated with providing the product or service</u> ~~with~~

~~respect to a particular function of the business organization~~ responsive to the

analysis.

48. (Currently Amended)    The <u>computer readable storage media</u> ~~method~~ of claim

47, wherein the <u>plurality of</u> ~~receiving~~ business organization data inputs includes

~~receiving data including~~ at least one of current general client data, client growth rate

assumptions, client human resource operating cost data, client activity analysis

information, and implementation cost estimate assumptions.

49. (Currently Amended)    The<u> computer readable storage media</u> ~~method~~ of claim

47 <u>having processor executable instructions to receive at least one</u> ~~, wherein the~~

~~receiving a plurality of~~ business organization data <u>input from a data entry terminal</u>

~~inputs includes receiving at least one business organization input from a user~~

~~entering the at least one business organization data input at the software tool~~.

50. (Currently Amended)    The<u> computer readable storage media</u> ~~method~~ of claim

47, wherein the ~~modeling the~~ business organization transformation opportunity

scenario <u>is</u> ~~includes modeling~~ at least one of a broad-outsourcing transformation

scenario, internal transformation scenario, and a mixed transformation scenario <u>of</u>

[[for]] the <u>first</u> ~~particular function of the~~ business organization <u>function</u>.

51. (Currently Amended)    The computer readable storage media ~~method~~ of claim 50, wherein:

~~modeling~~ the broad-outsourcing transformation scenario includes outsourcing ~~modeling the broad-outsourcing transformation scenario to outsource~~ at least a pre-selected upper bound of a the first ~~particular function of the~~ business organization function;

~~modeling~~ the mixed transformation scenario includes outsourcing ~~modeling the mixed transformation scenario to outsource~~ between a pre-selected lower bound and the pre-selected upper bound of the first ~~particular function of the~~ business organization function; and

~~modeling~~ the internal transformation scenario includes outsourcing ~~modeling the internal transformation scenario to outsource~~ less than the pre-selected lower bound of the first ~~particular function of the~~ business organization function.

52. (Currently Amended)    The computer readable storage media ~~method~~ of claim 51, wherein one of the ~~modeling of the~~ at ~~least one of~~ a broad-outsourcing transformation scenario and [[a]] mixed transformation scenario ~~for the particular function of the business organization~~ includes outsourcing at least one sub-function of the first ~~particular function of the~~ business organization function.

53. (Currently Amended)    The computer readable storage media ~~method~~ of claim 51, wherein one of ~~the modeling of the at least one of~~ the mixed transformation scenario and the internal transformation scenario ~~scenarios~~ includes internally restructuring at least some of a remaining portion of the first ~~particular function of the~~ business organization function.

54. (Currently Amended)    The computer readable storage media ~~method~~ of claim 53, wherein one of ~~the restructuring of the at least one of~~ the mixed transformation

scenario and the internal transformation scenario ~~scenarios for the particular function of the business organization~~ includes restructuring at least one sub-function of the first ~~particular function of the~~ business organization function.


55. (Currently Amended)     The computer readable storage media ~~method~~ of claim 47, wherein the first business organization function is ~~modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization includes modeling~~ a human resources function ~~business organization transformation opportunity scenario~~.


56. (Currently Amended)     The computer readable storage media ~~method~~ of claim 47, having processor executable instructions to model ~~wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model~~ information ~~regarding~~ at least one sub-function of the first business organization ~~particular~~ function.


57. (Currently Amended)     The computer readable storage media ~~method~~ of claim 56, wherein the first business organization ~~particular~~ function is a human resource function, and the ~~modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function includes modeling the business organization transformation opportunity scenario including information regarding~~ sub-function is at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management ~~sub-function of the human resource function~~.

58. (Currently Amended)      The computer readable storage media ~~method~~ of claim 47 having processor executable instructions to provide ~~, further comprising~~:

~~providing~~ a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.


59. (Currently Amended) The computer readable storage media ~~method~~ of claim 47 having processor executable instructions to provide ~~further comprising:~~

~~providing~~ alternative modeled business organization transformation opportunity scenarios responsive to the analysis.


60. (Currently Amended)      The computer readable storage media ~~method~~ of claim 47 having processor executable instructions to implement ~~, wherein the software tool is implemented as~~ a spreadsheet ~~executed~~ in conjunction with a spreadsheet program, and where[[:]]

the spreadsheet includes: ~~receiving a plurality of business organization data inputs includes receiving a plurality of business organization data inputs at~~ a data input field to receive the plurality of business organization data inputs, ~~of the spreadsheet;~~

an industry standard field to receive an industry standard, and

a result field, wherein the processor executable instructions include instructions to perform ~~the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold, includes~~ generating ~~at least one of~~ current metric information and end-state summary information ~~by performing~~ a calculation between the ~~at least one~~ data input field and the ~~of the spreadsheet, and at least one industry standard provided at an~~ industry standard field and place the calculation result at the result field and to compare ~~of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet~~ corresponding to ~~at least one of the current metric information and end-state summary information; and~~

the ~~modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis includes providing comparison~~ information between at least one of the data input field ~~a business organization data input~~ and [[an]] the industry standard ~~field, and the~~ threshold, ~~and at least one calculation of corresponding~~ result field.

61. (Currently Amended)    The computer readable storage media ~~method~~ of claim 47 having processor executable instructions to analyze ~~, wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold by generating at least one of current metric information and end-state summary information includes analyzing~~ at least one of the plurality of business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the first business organization ~~a particular~~ function ~~of the business organization,~~ cost information for transforming the first business organization ~~particular~~ function, labor information for transforming the first business organization ~~particular~~ function, and technology information for transforming the first business organization ~~particular~~ function.

62. (Currently Amended)    A computer readable storage media having processor executable instructions to ~~method of identifying a business organization transformation opportunity using a software tool operating on a computer, comprising~~:

receive ~~receiving at the software tool~~ a plurality of business organization data inputs;

analyze ~~analyzing~~ at least one of the plurality of business organization data inputs in accordance with at least one industry threshold[[,]] by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information; and

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model ~~modeling~~ a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis, wherein the business organization transformation scenario includes transforming a first state of the particular function to a second state of the particular function, and wherein the particular function is associated with providing a product or service of a business organization.

63. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62 having processor executable instructions to receive ~~, wherein the receiving business organization data inputs includes receiving~~ at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

64. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62 having processor executable instructions to receive ~~, wherein the receiving a plurality of business organization data inputs includes receiving~~ at least one business organization input from a data entry terminal ~~user entering the at least one business organization data input at the software tool~~.

65. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62 having processor executable instructions to receive ~~, wherein the receiving a plurality of business organization data inputs includes receiving~~ at least one business organization input from a ~~tool related to the~~ software tool in communication with a data entry terminal.

66. (Currently Amended)     The computer readable storage media ~~method~~ of claim 65 having processor executable instructions to receive ~~, wherein the receiving~~ at least

one business organization input from ~~the related tool includes receiving at least one~~ ~~business organization input from~~ an HTML survey.

67. (Currently Amended)      The computer readable storage media ~~method~~ of claim 66, wherein [[the]] receiving at least one business organization input from an HTML survey includes prompting a user of the HTML survey for at least one of the business organization data inputs.

68. (Canceled)

69. (Currently Amended)      The computer readable storage media ~~method~~ of claim 65 [[68]] having processor executable instructions to communicate the at least one business organization data input from the data entry terminal to a database, and to communicate the at least one business organization data input from the database to ~~;~~ ~~wherein the providing to~~ the software tool ~~the at least one business organization data~~ ~~input received at the related tool includes: receiving at a database the at least one~~ ~~business organization data input; and receiving at the software tool the at least one~~ ~~business organization data input from the database~~.

70. (Currently Amended)      The computer readable storage media ~~method~~ of claim 65 [[68]] having processor executable instructions to ~~, wherein the providing to the~~ ~~software tool the at least one business organization data input received at the related~~ ~~tool includes~~:

            generate ~~generating~~ a related tool report responsive to at least one business organization data input received from the data entry terminal ~~at the related~~ ~~tool~~; and

            communicate ~~entering information regarding at least one business~~ ~~organization data input from~~ the related tool report to [[at]] the software tool.

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71. (Currently Amended)      The computer readable storage media method of claim 62, wherein the modeling the business organization transformation opportunity scenario includes modeling at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario for the particular function of the business organization.

72. (Currently Amended)      The computer readable storage media method of claim 71, wherein:

            modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-determined upper bound of the [[a]] particular function of the business organization;

            modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-determined lower bound and the pre-determined upper bound of the particular function of the business organization; and

            modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-determine lower bound of the particular function of the business organization.

73. (Currently Amended)      The computer readable storage media method of claim 72, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

74. (Currently Amended)      The computer readable storage media method of claim 72, wherein the modeling of the at least one of the mixed and internal transformation

scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

75. (Currently Amended)     The computer readable storage media ~~method~~ of claim 74, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

76. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62, wherein the ~~modeling the business organization transformation opportunity scenario with respect to a~~ particular function ~~of the business organization includes modeling~~ is a human resources function ~~business organization transformation opportunity scenario~~.

77. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

78. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62 having processor executable instructions to provide ~~, further comprising:~~

                    ~~providing~~ a cost-savings estimate corresponding to use of the [[a]] modeled business organization transformation opportunity scenario.

79. (Currently Amended)     The computer readable storage media ~~method~~ of claim 62 having processor executable instructions to provide ~~further comprising:~~

~~providing~~ alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

80. (Currently Amended) The <u>computer readable storage media</u> ~~method~~ of claim 62, wherein the modeling a <u>business organization</u> transformation opportunity scenario includes generating at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

81. (Currently Amended) The <u>computer readable storage media</u> ~~method~~ of claim 62 <u>having processor executable instructions to implement</u> ~~, wherein the software tool is implemented as~~ a spreadsheet executed in conjunction with a spreadsheet program, and where:

the <u>spreadsheet includes</u> ~~receiving a plurality of business organization data inputs includes receiving a plurality of business organization data inputs at~~ a data input field <u>to receive the plurality of business organization data inputs,</u> ~~of the spreadsheet~~;

<u>an industry standard field to receive an industry standard, and</u>

<u>a result field, wherein the processor executable instructions include instructions: to generate</u>

~~the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes generating~~ at least one of As-is cost analysis information, activity analysis information, and business organization sizing analysis information by performing a calculation between <u>the data input field</u> ~~at least one data input field of the spreadsheet~~, and <u>the</u> ~~at least one industry standard provided at an~~ industry standard field ~~of the spreadsheet~~, the calculation being placed at <u>the</u> ~~a respective~~ result field<u>, wherein the result field corresponds</u> ~~of the spreadsheet corresponding~~ to at least one of the As-Is cost

analysis information, activity analysis information, and business organization sizing analysis information,[[;]] and

to compare ~~the modeling a business organization transformation opportunity scenario with respect to a particular function~~of the business organization responsive to the analysis includes providing comparison~~ information between at least one of the [[a]] ~~business organization~~ data input field and the [[an]] industry standard field, and the ~~threshold, and at least one calculation of corresponding~~ result field.

82. (Currently Amended)    The computer readable storage media ~~method~~ of claim 62, wherein the analyzing at least one of the plurality of business organization data inputs in accordance with at least one industry threshold by generating at least one of As-is cost analysis information, activity analysis information, and business organization sizing analysis information, includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the [[a]] particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

83. (Currently Amended)    A computer readable storage media having processor executable instructions to ~~user interface for a software tool, the software tool useful for modeling a transformation scenario for a business organization, the user interface presented to an individual user using a computer executing the software tool, the user interface comprising~~:

a  first  component  including receive a plurality of business organization data inputs at ~~a  first set  of~~ data fields, wherein the data fields are displayed on a user interface ~~for receiving a plurality of business organization data inputs~~;

a second component including determine a second set of data fields
for providing information about an analysis of the plurality of business organization
data inputs data fields in accordance with at least one industry threshold;

a third component including a third set of data fields for providing
information about a modeled model a transformation scenario based on the
information for the business organization; and

wherein at least one of the data fields providing update the
information regarding the modeled transformation scenario is updated as additional
of the plurality of business organization data inputs are received at the data fields
interface software tool, and wherein the modeled transformation scenario includes
transforming a first state of a first business organization function to a second state of
the first business organization function, and wherein the first business organization
function is associated with providing a product or service of a business organization.

84. (Currently Amended)    The computer readable storage media user interface of
claim 83, wherein the third component including a third set of data fields for
providing information about a modeled transformation scenario includes the third set
of data fields for providing information about a modeled is a human resources
transformation scenario for the business organization.

85. (Currently Amended)    The computer readable storage media user interface of
claim 83, wherein the third component including a third set of data fields for
providing information about a modeled transformation scenario, includes the third
set of data fields for providing information about is at least one of a broad-
outsourcing transformation, internal transformation, and mixed outsourcing and
internal transformation modeled transformation scenarios.

86. (Canceled)

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